

*Executive Proclamation  
State of South Dakota  
Office of the Governor*

*Whereas*, Forty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials; and,

*Whereas*, According to statistics released by the U.S. Census Bureau in September 2002, year-round, full-time working women earned only 76% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity since 1999; and,

*Whereas*, According to a report released by the General Accounting Office, the investigative arm of Congress, in January 2002, women managers in 7 of 10 industries surveyed, actually lost ground in closing the wage gap between 1995 and 2000; and,

*Whereas*, According to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics in 2001, women earn less in *every* occupational classification for which enough data is available, including occupations dominated by women (e.g., cashiers, retail sales, registered nurses, and teachers); and,

*Whereas*, Higher education is not free from wage discrimination according to a U.S. Department of Education analysis, reporting that, after controlling for rank, age, credentials, field of study and other factors, full-time female faculty members earn nearly 9% less than their male counterparts; and,

*Whereas*, Over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$250,000 in lost wages, impacting Social Security benefits and pensions; and,

*Whereas*, Fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors, and also strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and,

*Whereas*, Tuesday, April 15th symbolizes the day on which the wages paid to American women catch up to the wages paid to men from the previous year:

*Now, Therefore, I, M. Michael Rounds*, Governor of the state of South Dakota, do hereby proclaim Tuesday, April 15, 2003, as

***EQUAL PAY DAY***

in South Dakota and urge our citizens to recognize the full value of women's skills and significant contributions to the labor force, and further encourage businesses to conduct an internal pay evaluation to ensure equal pay.

*In Witness Whereof*, I have hereunto set my hand and caused to be affixed the Great Seal of the state of South Dakota, in Pierre, the Capital City, this Second Day of April in the Year of Our Lord, Two Thousand and Three.

  
M. Michael Rounds, Governor

Attest:

  
Chris Nelson, Secretary of State

